Education to constitute complaints committees and ensure that the guidelines are implemented.

* NCW formulated a Code of Conduct for Work Place, putting down the Supreme Court's guidelines in a simple manner. The Commission has widely circulated this Code of Conduct to all State Commissions for women, Non-Governmental Organisations, the apex bodies of the Corporate Sector, Media, all Ministries and Departments, so that it percolates, down to the lowest functionaries and is complied with by all concerned. The NCW has also instituted a series of interactive meetings with Public Sector Undertakings/Banks/Universities/Educational Institutions/Hotels/Media etc. to assess the extent of implementation of the guidelines.

* A Central Committee headed by Secretary, Department of Women and Child Development has been constituted in the Department of Women and Child Development to ensure that the complaints committees are constituted and the guidelines are implemented by all concerned.

* Central Civil Services (Conduct) Rules have been amended to include sexual harassment as a prohibited conduct.

* Amendments have been made to the Industrial Employment (Standing Orders) Act, 1946 so that sexual harassment of woment at work place in the private sector could constitute an offence for which a workman is liable for disciplinary action.

Sexual harassment

845. SHRI A. VIJAYARAGHAVAN: Will the Minster of HOME AFFAIRS be pleased to state :

(a) whether it is a fact that the guidelines prescribed by the Supreme Court in the Vishaka Judgment are not being followed by many Government department/universities/educational institutions in the Public and Private Sectors and professional bodies;

(b) if so, whether the Government have evolved any effective measures to implement and evaluate the guidelines of the Supreme Court and the

Government's plans to enact a comprehensive Bill to deal with complaints of sexual harassment;

(c) if so, the details thereof;

(d) whether National Human Rights Commission (NHRC) and National Commission for Women (NCW) have given any recommendations to the Government or any bodies in this regard; and

(e) if so, the details thereof?

THE MINISTER OF STATE INTHE MINISTRY OF HOME AFFAIRS (SHRI I.D. SWAMI): (a) The guidelines laid down by the Hon'ble Supreme Court in the case of Vishaka and others *Vs.* State of Rajasthan and others are generally being followed.

(b) and (c) A number of measures taken by the Government to give effect to the guidelines laid down by the Supreme Court are indicated at Statement (*See* below).

(d) and (e) The National Commission for Women is in the process of drafting a Bill on Sexual Harassment of Women at their workplace, in consultation with State Commissions for Women and Non-Governmental Organizations.

Statement

Measures taken by the Government to give effect to the guidelines laid down by the Supreme Court, which have the force of law under Article 141 of the Constitution of India. These include :

* The Government have requested all the Central Ministries/ Departments, Chief Secretaries of all the State Governments/ Union Territory Administrations, Universities/Institutions, Central Board of Secondary Education, All India Council of Technical Education to constitute complaints committees and ensure that the guidelines are implemented.

* NCW formulated a Code of Conduct for Work Place, putting down the Supreme Court's guidelines in a simple manner. The Commission has widely circulated this Code of Conduct to all State Commissions for women, Non-Governmental Organisations, the apex bodies of the Corporate Sector, Media, all Ministries and Departments, so that it percolate, down to the

lowest functionaries and is complied with by all concerned. The NCW has also instituted a series of interactive meetings with Public Sector Undertakings/Banks/Universities/Educational Institutions/Hotels/Media etc. to assess the extent of implementation of the guidelines.

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* Amendments have been made to the Industrial Employment (Standing Orders) Act, 1946 so that sexual harassment of women at work place in the private sector could constitute an offence for which a workman is liable for disciplinary action.

Modernization of police forces

846. DR. ABRAR AHMED: Will the Minister of HOME AFFAIRS be pleased to state:

(a) whether Government are going to bring three-tier Central funding scheme for the States to facilitate the modernization of their police forces and brief up their network for more effective anti-terrorist and special operations; and

(b) if so, the details thereof?

THE MINISTER OF STATE IN THE MINISTRY OF HOME AFFAIRS (SHRI I.D. SWAMI): (a) Yes Sir.

(b) The Government have recentely revised the Scheme for Modernization of State Police Forces (MPF Scheme). The revised scheme has grouped the State into 3 categories. A, B1 and B2-mainly on the basis of level of insurgency/militancy/cross border terrorism being faced by the State. Central funding under the revised Scheme will be 100%, 75% and 60% to these three categories of States respectively from 2003-04. The Central funding will be in the form of grant-in-aid. As a